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Bridging Cybersecurity Skills Gaps: For Professionals & Employer Success

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Status of the Global Cybersecurity Skills Shortage

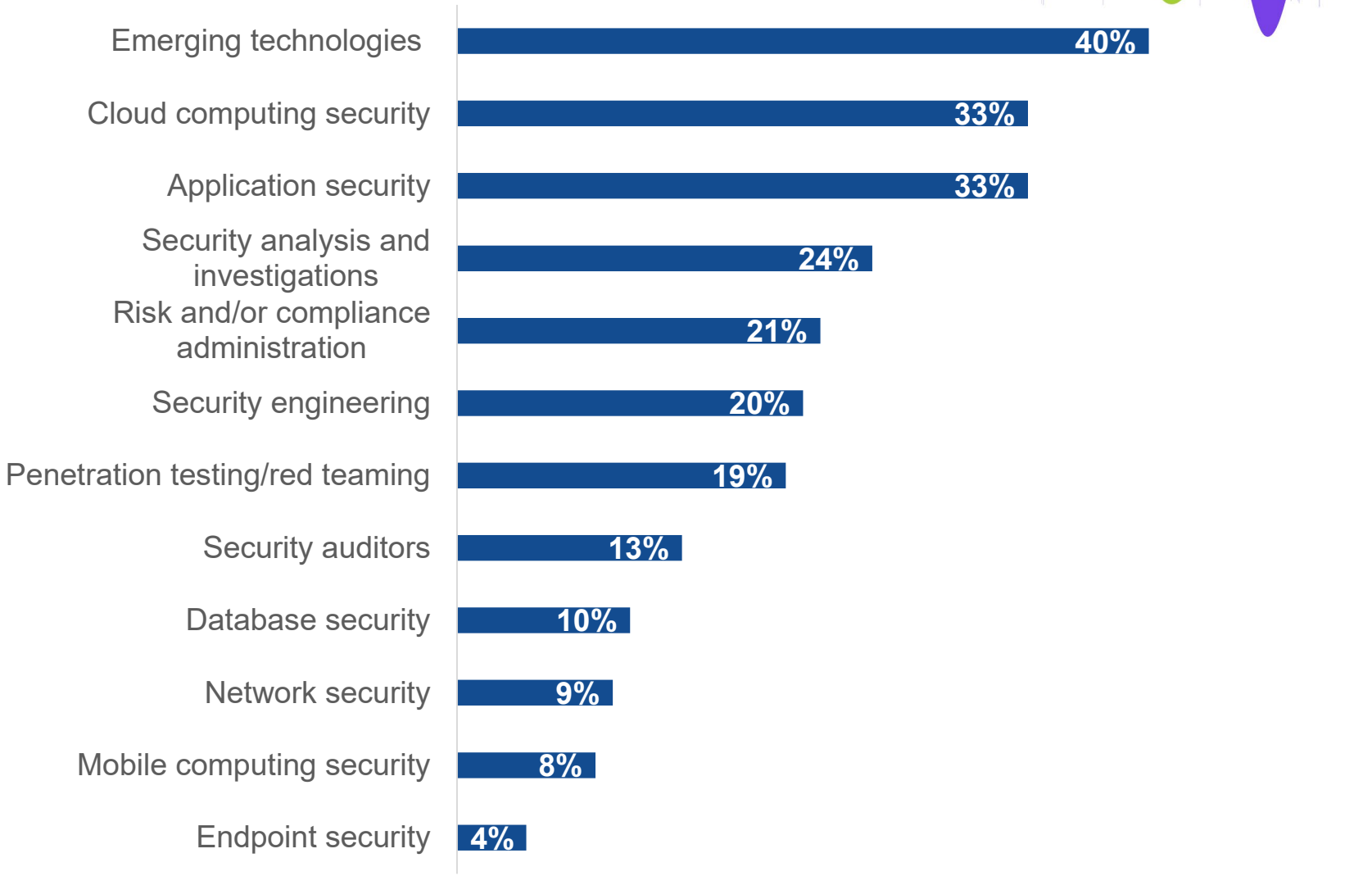
It has gotten worse over the past two years

It is about the same today as it was two years ago

It has improved over the past two years

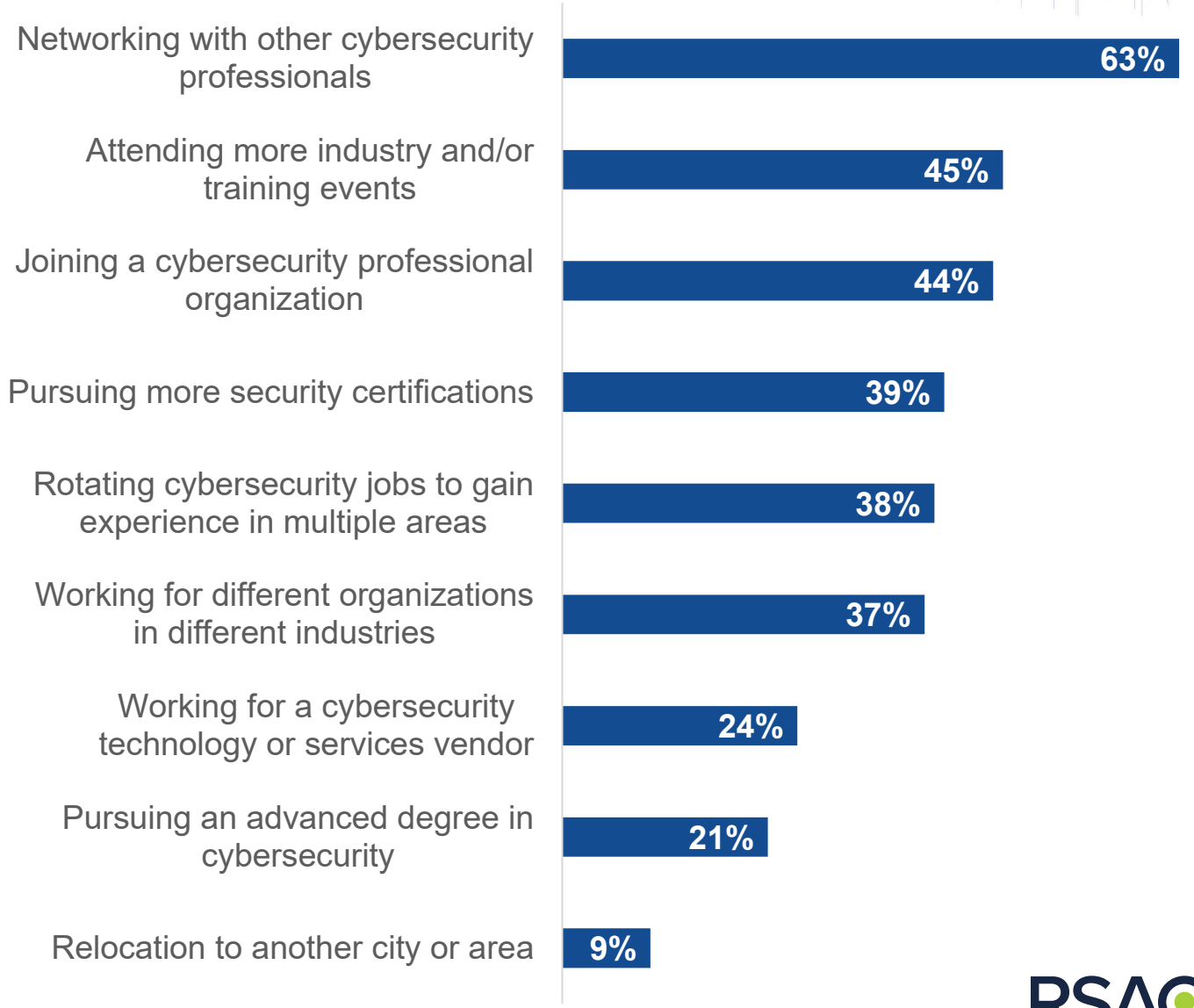
Most Significant Skills Shortage Areas

Cloud security, application security, and security analytics skills deficits have been consistent over many years



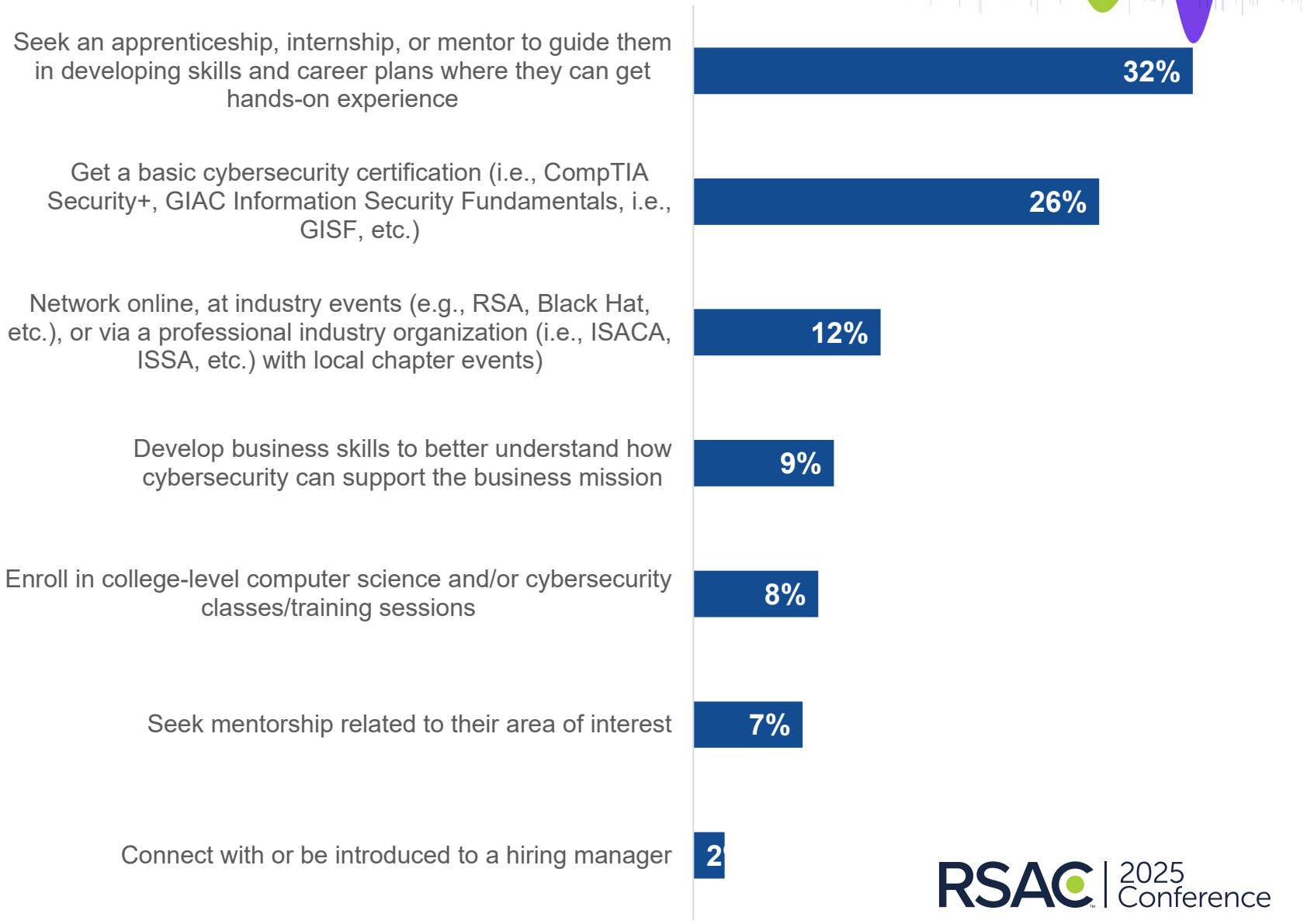
Career Advancement Techniques

Networking is also critical for career advancement. Joining a professional organization, like ISSA, is also important



Career Advice for Prospective Cybersecurity Professionals

Hands-on experience and a foundational certification can help individuals break into a cybersecurity career


Seek an apprenticeship, internship, or mentor to guide them in developing skills and career plans where they can get hands-on experience
32%
Get a basic cybersecurity certification (i.e., CompTIA Security+, GIAC Information Security Fundamentals, i.e., GISF, etc.)
26%
Network online, at industry events (e.g., RSA, Black Hat, etc.), or via a professional industry organization (i.e., ISACA, ISSA, etc.) with local chapter events)
12%
Develop business skills to better understand how cybersecurity can support the business mission
9%
Enroll in college-level computer science and/or cybersecurity classes/training sessions
8%
Seek mentorship related to their area of interest
7%
Connect with or be introduced to a hiring manager
2

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Apprenticeships, Internships, and Mentorships (AIM)

ISSA International Making an Impact

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Community/Professionals

Developing real-world skills vs. knowledge to enhance job readiness

- Pain Points
  - Resume Black Holes
  - Poor written job descriptions
  - Skills alignment
  - Lack of entry point to industry
  - Generational Gap - Cultural differences and expectations

Employers

Resources that build a cyber talent pipeline & Upskilling existing employees through training or mentorship

- Pain Points
  - Finding and retaining the right people with the right skills
  - Upskilling current employees
  - Continued associated costs

Cybersecurity Workforce

ISSA Cybersecurity Career Lifecycle (CSCL)

Cumulative Knowledge

- "Increasing by successive addition"
- Progressive through the CyberSecurity Career Lifecycle
- Building on the knowledge of those that came before you

Traditional programs to baseline knowledge;

- Universities and colleges
- Industry Certifications

"Just in Time" Learning

- Responsive to new technologies and/or threats
- New, innovative and scalable training with quick delivery mechanisms
- Trusted sources from quality providers
- Security Users Groups and/or Meet-ups
- You Tube Security Channels

NICE Workforce Framework

Apprenticeship
ISSA
AIM
Program
LEARNING
PRACTICE
EXPERIENCE
INTERNSHIP
EXPOSURE
EDUCATION
Planning
Mentoring

ISSA AIM Program

- Develop and deliver relevant programs
  - Apprenticeships
  - Internships
  - Mentorships
- Establish key partnerships with organizations
  - NIST NICE
  - NAWB (Workforce Centers)
  - Safal Partners, (national technical assistance leader in education and workforce)
- Establish partnerships with employers

Apply what you have learned!

- Apply different strategies to assess and execute solutions
  - Executed a Mentorship Pilot Program with Lattitude platform
- Engage workforce to collaborate needs
  - Cybersecurity First Friday Networking Events
    - 300-400 attendees monthly
  - Engage with local workforce centers to learn about resources
- Assess success and adjust strategy as needed
  - See what is working
    - Measure success & expand
    - Recognize failures and adjust strategies

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Questions?

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Thank You

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ISSA AIM Program